



HSS REGISTERED

Clinical Nurse
Nurses and Midwives Agreement: RN Level 2
Position Number: 113870, 114332, 113866
Mental Health Service
Fiona Stanley Fremantle Hospital Group / South Metropolitan Health Service

Reporting Relationships

Nurse Director – Mental Health Services
 RN SRN Level 7
 113362



Nurse Unit Manager – Mental Health Services
 RN SRN Level 4
 113454



This Position



Directly reporting to this position

Title	Classification	FTE
• Registered Nurse		
• Enrolled Nurse		
• Advanced Skills Enrolled Nurse		
• Enrolled Mental Health Nurse		
• Enrolled Mothercraft Nurse		
• AIN		

← Also reporting to this supervisor:

- CN, RN Level 2
- RN, RN Level 1
- ASEN, EN Level 1-2
- EN, UV EN Level 1 – 4
- EMHN, RN Level 1-6
- Enrolled Mothercraft Nurse RN Level 1 – 5
- AIN, AIN Level 1 - 3



Excellent health care, every time

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

Key Responsibilities

As part of a multidisciplinary team provides clinical and professional expertise to ensure comprehensive evidence based nursing care is delivered to consumers. Facilitates and promotes patient safety and quality of care. The Clinical Nurse practices within their scope of practice considerate of the Nursing and Midwifery Board's Nursing Practice Decision Flowchart.

As a nurse has professional accountability to the Director of Nursing and Midwifery and provides mentorship and role modelling for nurses and contributes to the advancement of the profession, in keeping with the vision and values of Fiona Stanley Hospital Nursing.

SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



Brief Summary of Duties (in order of importance)

1. Specific Duties / Scope of Practice Relevant to Speciality

- 1.1 Works in accordance with the Mental Health Act (1996) and other relevant legislation.
- 1.2 Works in partnership with consumers and their carers to deliver consumer focused, recovery oriented care.
- 1.3 Works in a manner that assists consumers to recognise and build on their strengths whilst providing care consistent with trauma informed principles.

2. Clinical

- 2.1 Provides comprehensive evidence based nursing care and individual case management to a specific group of including assessment, intervention and evaluation.
- 2.2 Undertakes clinical shifts at the direction of senior staff and the Nursing Director including participation on the on-call/ after- hours/weekend roster if required.
- 2.3 Responsible and accountable for patient safety and quality of care through planning, coordinating, performing, facilitating, and evaluating the delivery of patient care relating to a particular group of patients, clients or staff in the practice setting.
- 2.4 Monitors, reviews and reports upon the standard of nursing practice to ensure that colleagues are working within the scope of nursing practice, following appropriate clinical pathways, policies, procedures and adopting a risk management approach in patient care delivery.
- 2.5 Participates in ward rounds/case conferences as appropriate.
- 2.6 Educates patients/carers in post discharge management and organises discharge summaries/referrals to other services, as appropriate.
- 2.7 Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 2.8 Completes clinical documentation and undertakes other administrative/management tasks as required.
- 2.9 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 2.10 Develops and seeks to implement change utilising expert clinical knowledge through research and evidence based best practice.
- 2.11 Monitors and maintains availability of consumable stock.
- 2.12 Complies with and demonstrates a positive commitment to Regulations, Acts and Policies relevant to nursing including the Code of Ethics for Nurses in Australia, the Code of Conduct for Nurses in Australia, the National Competency Standards for the Registered Nurse and the Poisons Act 1964.
- 2.13. Promotes and participates in team building and decision making.
- 2.14. Responsible for the clinical supervision of nurses at Level 1 and/or Enrolled Nurses/ Assistants in Nursing under their supervision.

3. Education / Training / Research

- 3.1 Engages in continuing professional development/education and ensures continuous registration in the category of Registered Nurse with the Nursing and Midwifery Board of Australia as per essential criterion 1.
- 3.2 Undertakes supervision and development of undergraduate nursing students.
- 3.3 Plans, develops and implements education programs for patients/colleagues/consumers.
- 3.4 Participates in evidence based clinical research activities where applicable

4. SMHS Governance, Safety and Quality Requirements

- 4.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 4.2 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.3 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 4.4 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 4.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 4.6 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures, and applicable legislative obligations under the Public Sector Management Act, the Health Services Act, Occupational Safety and Health Act, the Disability Services Act and the Equal Opportunity Act.

5. Undertakes other duties as directed.

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the role and the SMHS Values.

Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated advanced clinical knowledge and experience in the delivery of evidence based nursing care within the practice setting/specialty.
3. Demonstrated high level interpersonal, negotiation and conflict resolution skills.
4. Ability to plan and conduct patient/staff education.
5. Demonstrated ability in the development, implementation and evaluation of new and existing policies/procedures/programs/services.
6. Demonstrated experience working in collaboration with consumers and carers to deliver recovery oriented, trauma informed care.
7. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Post registration qualification in the area of specialty or evidence of significant progression towards one.
2. Knowledge of current clinical governance systems.
3. Current 'C' WA Drivers' Licence

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.